

Equality and Diversity Policy

Introduction

Thirty Nine Essex Street is committed to the implementation and promotion of equal opportunities and to ensuring an absence of direct or indirect discrimination on grounds of race, colour, ethnic or national origin, nationality, citizenship, gender, pregnancy and maternity, sexual orientation, gender reassignment, marital or civil partnership status, age, disability, religion, belief or political persuasion. Such a commitment entails that positive steps be taken to identify and eliminate possible areas of discrimination in relation to:

- The recruitment of pupils, tenants and staff
- The treatment of pupils, tenants and staff both professionally and socially
- Relations between staff, pupils and tenants both professionally and socially.
- The treatment of lay and professional clients

Underlying this Policy is our intention that every individual should be accorded equal dignity and respect and be judged on merit and ability alone, free from judgements or treatment based on prejudice or assumptions of collective characteristics. To this end, this Policy provides a framework for the promotion of equal opportunities and the internal resolution of complaints involving members of chambers be they pupils, squatters, tenants or members of staff.

The Legislation

The Code reflects the legislative framework provided by Parliament, now primarily contained within the Equality Act 2010.

Section 47 of the Equality Act 2010 provides that:

“(1) A barrister (A) must not discriminate against a person (B) –

- (a) in the arrangements A makes for deciding to whom to offer a pupillage or tenancy;
- (b) as to terms on which A offers B a pupillage or tenancy;
- (c) by not offering B a pupillage or tenancy.

(2) A barrister (A) must not discriminate against a person (B) who is a pupil or tenant –

- (a) as to the terms on which B is a pupil or tenant;
 - (b) in the way A affords B access, or by not affording B access, to opportunities for training or gaining experience or for receiving any other benefit, facility or service;
 - (c) by terminating the pupillage;
 - (d) by subjecting B to pressure to leave chambers;
 - (e) by subjecting B to any other detriment.
- (3) A barrister must not, in relation to a pupillage or tenancy, harass –
- (a) the pupil or tenant;
 - (b) a person who has applied for pupillage or tenancy.
- (4) A barrister (A) must not victimise a person (B) –
- (a) in the arrangements A makes for deciding to whom to offer a pupillage or tenancy;
 - (b) as to the terms on which A offers B a pupillage or tenancy;
 - (c) by not offering B a pupillage or tenancy.
- (5) A barrister (A) must not victimise a person (b) who is a pupil or tenant --
- (a) as to the terms on which B is a pupil or tenant;
 - (b) in the way A affords B access, or by not affording B access, to opportunities for training or gaining experience or for receiving any other benefit, facility or service;
 - (c) by terminating the pupillage;
 - (d) by subjecting B to pressure to leave chambers;
 - (e) by subjecting B to any other detriment.
- (6) A person must not, in relation to instructing a barrister –
- (a) discriminate against a barrister by subjecting the barrister to a detriment;
 - (b) harass the barrister;
 - (c) victimise the barrister.

(7) A duty to make reasonable adjustments applies to a barrister.

(8) The preceding provisions of this section (apart from subsection (6)) apply in relation to a barrister's clerk as they apply in relation to a barrister; and for that purpose the reference to barrister's clerk includes a reference to a person who carries out the functions of a barrister's clerk.

(9) A reference to a tenant includes a reference to a barrister who is permitted to work in chamber (including a squatter or door tenant); and a reference to a tenancy is to be construed accordingly."

Paragraph 305.1 and 305.2 of the Code of Conduct of the Bar of England and Wales provide that:

"305.1. 3 A barrister must not in relation to any other person (including a client or another barrister or a pupil or an employee or a student member of an Inn of Court) discriminate⁴ directly or indirectly because of race, colour, ethnic or national origin, nationality, citizenship, sex, sexual orientation, marital status, disability, age, religion or belief.

305.2. 5A barrister must not in relation to any other person, victimise that person for carrying out a protected act as defined in the relevant legislation."

By virtue of paragraph 901.7 of the Code, a failure to comply with the Code shall constitute professional misconduct rendering a barrister liable to disciplinary proceedings.

Organisation for Equality

Chambers has an established organisation in place to ensure this policy and related procedures are implemented. This involves the follows personnel/authorities:

The Equal Opportunities Officer is responsible for:

- Monitoring changes in legislation and updating Chambers policy and procedures accordingly
- Promotion of this policy within Chambers and externally where appropriate
- Analysis and review of Equal Opportunity monitoring data
- Review of reports to ensure the fair distribution of work to pupils / junior members

The Chief Executive & Director of Clerking is responsible for:

- Ensuring the fair distribution of unallocated work to pupils and very junior members

The Chief Executive & Director of Clerking is responsible for:

- Hearing and resolution of grievances relating to equality in the first instance

The Heads of Chambers are responsible for:

- Final resolution of grievances or referral to outside sources if this is not possible

Defining Discrimination

A member of chambers, whether tenant, pupil, squatter or member of staff, must not act in relation to another member of chambers, to a present or aspiring member of the Bar or to a lay or professional client in a manner which directly or indirectly is either discriminatory, consists of harassment or victimises that person on grounds of race, colour, ethnic or national origin, nationality, citizenship, gender, pregnancy and maternity, sexual orientation, gender reassignment, marital or civil partnership status, disability, age, religion, belief or political persuasion.

Indirect Discrimination

Indirect discrimination occurs where:

- a) a requirement or condition is applied equally to everyone but a considerably smaller proportion of one gender or group than of the other persons to whom it applies can comply with it;
- b) a particular individual cannot comply with the requirement;
- c) it results in a detriment to them and
- d) the requirement cannot be shown to be objectively justifiable in spite of its discriminatory effect.

Harassment

Harassment creates an intimidating or unpleasant working environment which may affect career advancement and thereby constitute discrimination. It is defined as unwelcome conduct which is offensive to the recipient in that it affects their dignity, where such conduct would not have occurred but for the

collective qualities or characteristics of the recipient. Such conduct will be considered as harassment whatever the motive or intention of the perpetrator. It should never be assumed that, because a similar remark or act did not appear to cause offence in the past, it is therefore inoffensive. A more detailed **Harassment Policy** is attached to this document as **Appendix 2**.

Victimisation

Victimisation consists of less favourable treatment to those who have brought proceedings, or given evidence or information for the purpose of legal or disciplinary proceedings or made a complaint based upon an allegation of discrimination. Such treatment is unlawful under the Equality Act 2010 and will also breach the Code of Conduct.

Grievances

Anyone who considers that they have been subject to discrimination has recourse to **Chambers Grievance Procedure** shown in **Appendix 1**. A similar process for anyone who feels they are subject to harassment is in place and is defined in the **Harassment Policy** shown in **Appendix 2**.

The Selection of Pupils and Tenants

It is paramount, given the nature of entry into the profession, that the selection criteria for pupillage and tenancy should be free from discrimination. Thirty Nine Essex Street therefore as a set of Chambers undertakes that the recruitment policy towards pupils and tenants should:

- Be transparent, set out in a document which is available to all on request;
- Not be subject to change during the selection process;
- Be based on objective and explicit criteria which relate to the demands of the work;
- Save in exceptional circumstances, be applied equally to all potential recruits;
- Be free from assumptions based on stereotypical views or expectations of the behaviour and characteristics of any particular group;
- Not be subject to the will or unexplained veto of any one person alone, but instead reflects the views of a broad spectrum of people.

The selection process for staff is described in Chambers Procedures Manual and that for pupils is described in the Pupillage Recruitment Policy. The procedures for tenants recruited from outside the pupillage process is as follows:

- i. Selection criteria will be drawn up and agreed prior to promoting the vacancy/s;
- ii. The vacancy/s will be promoted openly in relevant media such as Bar News and will include the minimum requirements for applicants. The advertisement will advise applicants to contact Chambers for an Application Form;
- iii. Application forms with EOM forms attached will be issued to those requesting them;
- iv. EOM forms will be detached for analysis before the selection process starts and will not be seen by those involved in the selection process;
- v. Applicants will be individually reviewed by a panel of members who will each draw up their own short-list for comparison and debate until an agreed shortlist is arrived at;
- vi. Interviews will be conducted and comments / scores recorded on the Tenancy Selection Form;
- vii. Panel members will draw-up their own shortlists individually as before and then compare and debate with other panel members until an agreed selection of one or more candidates is made;
- viii. The panel will recommend the proposed new member(s) to Chambers who will have opportunity to meet the proposed new member(s) and then vote in accordance with the Constitution;
- ix. All new members must sign up to the Constitution which includes the requirement to abide by Chambers Policies and Procedures including this Equality and Diversity Policy. -

Equality of Opportunities in Chambers

The allocation of work to all members of chambers, working pupils and squatters must be carried out in a manner that is fair to all and without discrimination. Selection of counsel shall be on the basis of the skills and experience required for the particular case. In particular, no applicant for pupillage or tenancy shall suffer discrimination:

- In the arrangements which are made for the purpose of determining to whom it should be offered;
- In respect of any terms on which it is offered, or by a refusal, or deliberate omission, to offer it to him or her.

Furthermore, no pupil or tenant shall suffer discrimination:

- In respect of any terms applicable to him or her as a pupil or tenant;
- In the opportunities for training, or gaining experience, which are afforded or denied to him or her;
- In the benefits, facilities or services which are afforded or denied to him or her;
- In the volume or type of work which is offered or denied to him or her;
- By termination of his or her pupillage or by subjecting him or her to any pressure to leave chambers or other detriment.

Maternity & Paternity Leave

The Policy for tenants is detailed in Appendix 3. The maternity policy for staff would be 100% of their salary for 16 weeks after the birth with the remainder of the maternity period at £112.75 per week up until Thirty Nine weeks. Also a one months' bonus if the mother returns to work after 26 weeks. Paternity leave of two weeks is allowed for partners which is in addition to the usual holiday allowance.

Monitoring

In seeking to identify and eliminate sources of unintended discrimination, chambers shall monitor:

- the recruitment of applicants for employment, pupillages and tenancy;
- the allocation of work between pupils in chambers

The monitoring data will be analysed at least once per year (or following specific recruitment drives where this is more appropriate) and where under-representation of a particular group is identified, chambers will seek to improve the position of the under-represented group. However, chambers will not engage in positive discrimination or quotas as both these practices are unlawful in the United Kingdom.

EOM forms will be issued to all applicants of vacancies open for employment or tenancy. This will be via attachment to the relevant application form. On receipt of the application form, the EOM forms will be immediately removed from their application. All forms will be forwarded to the Equal Opportunities Officer who will analyse the data and review the results.

Communication of the Equality Policy

A copy of this policy will be provided to all members, employees, pupils and mini-pupils of Chambers. Awareness training will be provided for existing staff, members and pupils so that everyone is aware of the policy and related procedures, especially behaviour that is unacceptable within the working

environment, the harassment policy, procedures for making complaints and assistance available.

All new personnel will receive awareness training as part of their induction training.

Chambers commitment to Equality will also be promoted in publicised materials where appropriate such as the brochure, website and training materials.

Appendix 1 : Complaints / Grievances Procedure

Introduction

Chambers recognises that this is a particularly sensitive area where fear of adverse judgement may prevent a complaint being made in the first place. It is chambers' policy, therefore, that as far as is practicable, names of complainants shall not be released (save to those persons conducting the investigation and to the person complained against) without their consent. Equally, complainants will not be victimised or suffer detriment because of a complaint made in good faith. The types of circumstances that may give rise to complaint are:

- Selection of pupils, tenants and staff from internal or external applicants;
- Conduct of pupillage;
- Distribution of work in chambers;
- Pressure or instruction to discriminate in the distribution of work;
- Harassment or other discrimination originating within or outside chambers.

The Procedure

A person who thinks they are the subject of discrimination, harassment or victimisation may choose to deal with the matter in several ways as set out below.

Raising Concerns

Where an aggrieved person wishes to voice a concern and no more, they can approach either a member of the Management Board or the Equal Opportunities Officer or the Chief Executive and Director of Clerking for a confidential discussion. This process is intended to serve as a means of

support, advice and guidance without recourse to the informal or formal procedure.

Informal complaint

The second option is the lodging of an informal complaint. This can be done orally either to a member of the Management Board or the Equal Opportunities Officer or the Chief Executive and Director of Clerking as they deem appropriate for a confidential discussion.

An informal complaint is designed to act as a method of resolving disputes without the need for a formal investigation to determine the issue. If the complaint concerns the conduct of a person in chambers, it may be that such a person can be made aware that they are causing offence and so cease the offending behaviour. Alternatively, where the complaint concerns a decision taken within chambers, it may be that such a decision can be reviewed or, if appropriate, overturned. An informal complaint may also be made for the purposes of seeking advice.

Formal Complaint

The third option is the lodging of a formal complaint. This must be in writing and must set out the allegation(s) complained of so as to enable Chambers to carry out a thorough investigation of all the matters concerned. The complainant has a right to make representations and/or to be independently represented, as does the person whom the complaint has been lodged against. An investigation should not, save in exceptional circumstances, last longer than six weeks from the date of the complaint. Following an investigation, a representative panel (Equal Opportunities Officer, the Head(s) of Chambers and the Chief Executive and Director of Clerking) will determine the issue. No member of such a panel should have a conflict of interest between themselves and the complainant. If actual or potential discrimination has been found, remedial steps will be taken immediately. These may include a re-evaluation of a decision, a further opportunity to be considered for an interview or a pupillage, tenancy, brief or post as the case may be, a change in working practices, further advice, training or support, comparative monitoring of work allocation and any other action including disciplinary steps against the offender that appear to the panel to be appropriate.

External Help

Numerous organisations are available for advice and these are listed in Appendix 4 to this Policy. Every complainant has a right to consult with the Bar Council Equality and Diversity Officer for confidential advice and to lodge a formal complaint of professional misconduct with the Bar Standards Board. Complainants of unlawful discrimination have a legal right to apply, subject to

time limits, to the County Court or for Chambers' employees, to the Employment Tribunal.

Sources of external assistance are shown in **Appendix 3** to this Policy.

Appendix 2 : Harassment Policy

Statement of Policy

Thirty Nine Essex Street is committed to providing a working environment in which all individuals including members, pupils, mini-pupils, employees, clients and the public are treated with dignity and respect. Chambers aims to promote a working environment that is conducive to the professional growth of its members and employees and to the promotion of equality of opportunity.

Thirty Nine Essex Street will not tolerate any form of harassment and will take all necessary steps to ensure that its members and employees are not subject to harassment. Harassment constitutes professional misconduct and is prohibited by the Bar Council's Code of Conduct. Harassment on the grounds set out in the Introduction to this Policy is unlawful under the Equality Act.

The Scope of the Policy

This policy applies to all members and employees of chambers, to pupils and to mini-pupils. The policy applies to:

- All premises where chambers' business is conducted;
- All chambers' related activities performed at any other site away from the chambers;
- Any social, business or other function where conduct or comments may have an effect on chambers or relationships within chambers.

Definition of Harassment

The essence of all harassment is that it is unwelcome conduct that is offensive to the recipient. The test is a subjective one and the fact that one person may be able to ignore or deal comfortably with certain behaviour does not mean that it is acceptable if directed at another.

Chambers prohibits any behaviour which causes offence or distress to another and which is perceived by that person as relating to or arising from his or her race, religion, political belief, sex, sexual orientation or disability and which constitutes less favourable treatment on such grounds. Harassment may take a variety of forms and includes behaviour:

- Which is unwanted by the recipient and perceived as threatening.
- Which causes a hostile or threatening working environment
- Where rejection or submission is used as a basis for decisions concerning the recipient, e.g. decisions relating to the award of

pupillage, appointment of tenancy, promotion or other opportunities for career development.

The following are examples of behaviour that may amount to harassment:

- Rape; serious physical assault. These are criminal offences and the victim should be encouraged to report the incident to the police;
- Requests for sexual favours in return for career advancement;
- Unnecessary or avoidable physical contact;
- Compromising suggestions or invitations;
- Display of pornographic or offensive materials including on computer screens;
- Bullying
- Exclusion from social networks and activities;
- Jokes or abuse or ridicule relating to a person's sex, ethnicity, sexual orientation, religion, political persuasion or whether they have a disability.

Disciplinary action will be taken against any member or employee of chambers found to have harassed a colleague or other person in the conduct of their work.

Resolving Complaints of Harassment

Chambers is committed to providing a supportive environment in which to resolve problems of harassment, and has put in place a number of options for resolving problems. A non-adversarial approach will be adopted. A person therefore subject to harassment may, at their choosing, deal with the matter in a number of ways.

A person experiencing harassment is encouraged to raise a complaint at an early stage, preferably through the informal procedure. Raising a complaint at an early stage is more likely to result in a satisfactory resolution. If left unresolved, the harassment may escalate to the point where the situation becomes much more difficult to deal with effectively.

Any member, employee, pupil or mini-pupil in chambers has the right to bring to the attention of an appropriate person any behaviour that they consider to be contrary to the harassment policy, irrespective of whether they are the recipient of the harassment. A member or employee of chambers who witnesses behaviour that they consider contravenes the harassment policy should take immediate action to indicate that such behaviour is unacceptable as failure to do so could be interpreted as condoning such behaviour.

Voicing a concern

When an incident of harassment occurs, the recipient should communicate their disapproval and objections immediately to the harasser and request the harasser to stop. If the harassment does not stop or if the recipient is uncomfortable about addressing the harasser directly, he or she may raise the matter informally.

Where an aggrieved person merely wishes to voice their concerns, they can approach either a member of the Management Board or the Equal Opportunities Officer or the Chief Executive and Director of Clerking for a confidential discussion. This is primarily intended to provide support and advice without the matter going any further.

Informal complaint

The second option is the lodging of an informal complaint. This can be done orally to either a member of the Management Board or the Equal Opportunities Officer or the Chief Executive and Director of Clerking. An informal complaint is designed to act as a method of resolving disputes without the need for a formal investigation to determine the issue. If the complaint concerns the conduct of a person in chambers, it may be that such a person can be made aware that they are causing offence and so cease the offending behaviour.

Formal complaint

The third option is the lodging of a formal complaint. This must be in writing and must set out the allegation(s) complained of so as to enable chambers to carry out a thorough investigation of all the matters concerned. The complainant has a right to make representations and/or to be independently represented, as does the person whom the complaint has been lodged against. An investigation should not, save in exceptional circumstances, last longer than 6 weeks from the date of the complaint. Following an investigation, the Equal Opportunities Officer, Head(s) of Chambers and Chief Executive and Director of Clerking will determine the issue. No member of such a panel should have a conflict of interest between themselves and the complainant. If harassment has been found, remedial steps will be taken immediately. These may include any of the following:

- Formal apology
- Counselling
- Written warning
- Change of work assignment
- Report to the relevant Inn recommending the removal of pupil master/mistress status

- Suspension or discharge of member or employee
- Referral to Professional Conduct Committee (PCC)

In addition to the sanction that may be imposed on a member, pupil or an employee by chambers as part of a complaint resolution, members of chambers who engage in harassment may be liable for damages in the event of a civil lawsuit or may face further sanctions imposed by the Bar Standard's Board Complaints Committee.

Victimisation

Chambers is committed to ensuring that no one who brings forward a harassment concern in good faith is subject to any form of reprisal. Any victimisation of a complainant, witness or anyone else involved in the investigation of a complaint will be viewed as a disciplinary matter. The raising of such a complaint will not have any adverse consequences for the complainant, particularly in relation to tenancy and promotion decisions.

Pupil Supervisors

Pupillage is a period of professional training and Chambers regards it as inappropriate for a sexual relationship to develop between a pupil master/mistress, any other member or employee of chambers and a pupil. No member of chambers may participate in decisions concerning a pupil where they are or have been in a relationship with that pupil.

Avenues of Further Redress

In addition to the chambers' procedures there are a number of other avenues of redress. These include:

Raising a complaint with the relevant Inns Students' Officer about a sponsor or pupil supervisors. The Inns' complaints process will determine the outcome of such complaints;

Complaint to the Bar Standards Board where the alleged harasser is a barrister;

Take action in the county court or employment tribunal alleging harassment as a form of unlawful direct discrimination;

Report the matter to the police where an act of harassment is a criminal offence e.g., assault, indecent assault or rape;

Through the Bar Council's Equality and Diversity Officers / the Bar Council's Harassment Mediation Panel. Their role is to advise the complainant and, with his or her permission, seek to mediate between the complainant and the

alleged harasser. The Panel can be approached in confidence and will aim to achieve an end to the conduct complained of without necessarily finding fault or blame and without the imposition of sanctions.

The Bar Council's Equality and Diversity Officers are available at the Bar Council to offer advice in confidence to any recipient of harassment or to any member of chambers responding to a complaint of harassment.

Other external sources of help are detailed in **Appendix 4** to this Policy.

Appendix 3 : Maternity/Paternity Policy

1. All members of Chambers are entitled to take time away from Chambers by way of maternity or paternity leave on the terms set out below.
2. Maternity and paternity leave shall have the meaning and purpose set out in the relevant UK and EU legislation.
3. In each case and subject to a decision by the committee set out below, this Constitution sets out the maximum leave that may be taken. It is open to any Member of Chambers to take less than that period or to take the leave in more than one tranche. Where the Member of Chambers so opts, the provisions relating to the payment of contributions shall be altered accordingly.
4. All female Members of Chambers are entitled to take maternity leave as follows:
 - (1) Subject to alternative arrangements as agreed from time to time, maternity leave shall commence 10 weeks before EDC (“the commencement”);
 - (2) For the first 6 months from the commencement date (“the first period”), the Member of Chambers taking leave shall only pay Chambers’ contributions on the following formula;
 - (a) the said Member’s average monthly Chambers contribution for the year prior to the taking of leave shall be calculated (“the relevant contribution”). Where it is inappropriate to use the year period to leave for calculating the relevant contribution, such period as is appropriate shall be used;
 - (b) at the end of the first period, the total monthly contribution for the first period that would have been payable if the Member of Chambers had not been on maternity leave shall be calculated (“the notional contribution”);
 - (c) where the notional contribution is equal to or less than the relevant contribution multiplied by 6, the said Member will pay no Chambers’ contribution;
 - (d) where the said contribution is greater than the relevant contribution multiplied by 6, the said Member shall be liable to pay the difference between the two on the usual basis;

- (3) the Member of Chambers shall then be entitled to a further 12 months of maternity leave (“the second period”). During that period, the Member of Chambers will be required to pay a Chambers’ contribution as if she were present in Chambers.
 - (4) During the first period, the said Member may undertake written work and occasional conferences and/or court appearances without affecting her payment of Chambers’ contribution on the above formula. If the tenant indicates a wish to undertake such work, the clerks shall attempt to obtain it for her.
 - (5) Thereafter, the said Member may undertake such work as she feels appropriate and the clerks shall attempt to obtain it for as if she were not on maternity leave;
 - (6) The Member of Chambers shall have a right to return on completion of said leave as if said leave had not taken place.
5. All male Members of Chambers are entitled to take paternity leave as follows:
- (1) Subject to alternative arrangements as agreed from time to time, paternity leave shall commence 1 week before EDC (“the commencement date”);
 - (2) Thereafter, the said Member may undertake such work as he feels appropriate and the clerks shall attempt to obtain it for him as if he were not on paternity leave;
 - (3) The Member of Chambers shall have a right to return on completion of said leave as if said leave had not taken place.
 - (4) It has also been agreed by the Board (April 2009) to approve the application for assistance to be given by virtue of waiving contribution for one month after the child is born.
6. The clerks shall take all reasonable steps to ensure that any Member of Chambers’ career is not prejudiced by taking maternity or paternity leave, including but not limited to:
- (1) keeping the Member informed of relevant developments relating to Chambers and the solicitors who instruct Chambers;
 - (2) keeping solicitors who instruct or might instruct the Member tenant informed of whether the tenant is available for work and/or when the Member will be returning to work.

Appendix 4 : Further Information

The following organisations may assist with queries or problems:

Equality and Diversity Advisor
The General Council of the Bar
3 Bedford Row
London WC1 R 4DB
Tel: 020 72420082
Fax: 020 7831 9217

Society of Asian Lawyers (SAL)
12 Michleham Down
Woodside Park
London N12 7JM
Tel: 020 8446 4614

Society of Black Lawyers (SBL)
Unit 314 Brixton Enterprise Centre
444 Brixton Road
London SW9 8 EJ
Tel: 020 7274 4000 Ext 346

African, Caribbean and Asian (ACA) Lawyers Group
c/o The Law Society
113 Chancery Lane
London WC2A 1SX
Tel: 020 7242 1222

The Equality and Human Rights Commission
3 More London,
Riverside
Tooley Street, London,
SE1 2RG
Tel: 0845 604 6610

Bar Lesbian and Gay Group (BLAGG)
c/o The Chambers of Mr Robert Latham
1 Pump Court
Temple
London EC4Y 7AB
Tel:020 7353 4341 or 020 7583 2012
www.blagg.org

Royal Association for Disability Rights (RADAR)
12 City Forum
250 City Road
London EC1V 8AF
Tel. 020 7250 3222
Fax. 020 7250 0212

Royal National Institute of Blind People (RNIB)
105 Judd Street
London WC1H 9NE
Tel: 020 7388 2084

Action on Hearing Loss
19-23 Featherstone Street,
London
EC1Y8SL
Tel: 020 7296 8000

Data collection form, Attorney General's Equality & Diversity Expectations statement 2011

Details	Chambers : Thirty Nine Essex Street Chambers	
	Address : 39 Essex Street, London	
	Postcode: WC2R 3AT	
	London/Regional: London and South Eastern Circuit	
	Size (Small - Under 20 / Medium - 20-45 Members / Large - 45+ Members):	Large
	Date Return Received:	
Policies	Equality & Diversity (E&D) Policy in Place	Yes
	Date E&D Implemented	01/04/09
Processes in place for:	Equality Monitoring	Yes
	Monitoring Under Representation	Yes
	Addressing Under Representation	Yes
	Positive Action	Yes
	Training in Equality & Diversity	Yes
	Fair allocation of Work in Place	Yes
	Reasonable Adjustments	Yes
	Maternity, Paternity, Parental Leave and Flexible Working Arrangements	Yes
Complaint procedure implemented	Complaints Procedure in Place	Yes
	Informal Complaints Resolution (ICR) Procedure Implemented	Yes
	Formal Complaints Resolution (FCR) Procedure Implemented	Yes
	Policy Statement which treats Breach of E&D Policy and Procedure as Disciplinary	Yes
	No of Complaints received under FCR Procedure (in last 12 months)	0
	No of Complaints received under FCR Resolved (in last 12 months)	0
Gender Statistics	No of Male QCs	25
	No of Female QCs	5
	No of Male JC	40
	No of Female JCs	24
	No of Male Pupils	3
	No Female Pupils	1
	No of Male Staff	17
	No of Female Staff	13
Ethnicity Statistics	No of QCs - White	28
	No of QCs - Other Ethnic Group	2
	No of JCs - White	61
	No of JCs - Other Ethnic Group	3
	No of Pupils - White	3
	No of Pupils - Other Ethnic Group	1
	No of Staff - White	27
No of Staff - Other Ethnic Group	3	
Disability Statistics	No of QCs with Known Disability	0
	No of JCs with Known Disability	0
	No of Pupils with Known Disability	0
	No of Staff with Known Disability	0